

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE

SCHEDULE A

ELEMENTARY AND SECONDARY SUBSTITUTE TEACHER SCHEDULE

Daily rate for a service increment of:

- a. One full day: \$120.00
- b. Less than one full day: \$60.00

A service increment of less than one full day normally will be for one-half the total time that the regularly scheduled teacher would be in attendance for a full day at the school. This service increment approximates 1/2 of the regular full-time teacher's scheduled work day. This service increments includes up to 30 additional minutes to permit completion of a class period, as required. The minimum service increment for time and attendance payroll reporting is 1/2 day. Such service need not be continuous.

Effective Date: August 1, 2020

KARL H. FENDT
Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ALEXANDRIA, VA 22350-1100
 OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
 SCHEDULE C - DAILY RATES
 COMPREHENSIVE SCHEDULE FOR EDUCATORS AND SPECIALISTS
 Pay Plan is TP

PAY TABLE \$100

GRADE STEP	CB	DAILY	SUMMER	CC	DAILY	SUMMER	CL	DAILY	SUMMER	CD	DAILY	SUMMER
	BACHELORS	WRKSHOP	SCHOOL	BA + 15	WRKSHOP	SCHOOL	BA + 30	WRKSHOP	SCHOOL	MASTER'S	WRKSHOP	SCHOOL
1	\$47,625	\$250.66	\$167.11	\$49,190	\$258.89	\$172.60	\$50,755	\$267.13	\$178.09	\$52,320	\$275.37	\$183.58
2	\$49,140	\$258.63	\$172.42	\$50,850	\$267.63	\$178.42	\$52,555	\$276.61	\$184.40	\$54,265	\$285.61	\$190.40
3	\$50,655	\$266.61	\$177.74	\$52,510	\$276.37	\$184.25	\$54,355	\$286.08	\$190.72	\$56,210	\$295.84	\$197.23
4	\$52,170	\$274.58	\$183.05	\$54,170	\$285.11	\$190.07	\$56,155	\$295.55	\$197.04	\$58,155	\$306.08	\$204.05
5	\$53,685	\$282.55	\$188.37	\$55,830	\$293.84	\$195.89	\$57,955	\$305.03	\$203.35	\$60,100	\$316.32	\$210.88
6	\$55,200	\$290.53	\$193.68	\$57,490	\$302.58	\$201.72	\$59,755	\$314.50	\$209.67	\$62,045	\$326.55	\$217.70
7	\$56,715	\$298.50	\$199.00	\$59,150	\$311.32	\$207.54	\$61,555	\$323.97	\$215.98	\$63,990	\$336.79	\$224.53
8	\$58,230	\$306.47	\$204.32	\$60,810	\$320.05	\$213.37	\$63,355	\$333.45	\$222.30	\$65,935	\$347.03	\$231.35
9	\$59,745	\$314.45	\$209.63	\$62,470	\$328.79	\$219.19	\$65,155	\$342.92	\$228.61	\$67,880	\$357.26	\$238.18
10	\$61,260	\$322.42	\$214.95	\$64,130	\$337.53	\$225.02	\$66,955	\$352.39	\$234.93	\$69,825	\$367.50	\$245.00
11	\$62,775	\$330.39	\$220.26	\$65,790	\$346.26	\$230.84	\$68,755	\$361.87	\$241.25	\$71,770	\$377.74	\$251.82
12	\$64,290	\$338.37	\$225.58	\$67,450	\$355.00	\$236.67	\$70,555	\$371.34	\$247.56	\$73,715	\$387.97	\$258.65
13	\$65,805	\$346.34	\$230.89	\$69,110	\$363.74	\$242.49	\$72,355	\$380.82	\$253.88	\$75,660	\$398.21	\$265.47
14	\$67,320	\$354.32	\$236.21	\$70,770	\$372.47	\$248.32	\$74,155	\$390.29	\$260.19	\$77,605	\$408.45	\$272.30
15	\$69,310	\$364.79	\$243.19	\$72,825	\$383.29	\$255.53	\$76,275	\$401.45	\$267.63	\$79,790	\$419.95	\$279.96
16	\$71,300	\$375.26	\$250.18	\$74,880	\$394.11	\$262.74	\$78,395	\$412.61	\$275.07	\$81,975	\$431.45	\$287.63
17	\$73,290	\$385.74	\$257.16	\$76,935	\$404.92	\$269.95	\$80,515	\$423.76	\$282.51	\$84,160	\$442.95	\$295.30
18	\$75,280	\$396.21	\$264.14	\$78,990	\$415.74	\$277.16	\$82,635	\$434.92	\$289.95	\$86,345	\$454.45	\$302.96

The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is 1 half day.

Kindergarten Teachers - Half Day Sessions. The school year salary for kindergarten teachers regularly assigned to teach one kindergarten session (half-day) will be one-half of the basic school year salary authorized by this schedule. The minimum increment earned is one-half day.

Steps 15, 16, 17, and 18 are longevity steps payable upon completion of: 4 years of service in steps 14, 15, 16, and 17 respectively.

Effective Date: August 1, 2020

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ALEXANDRIA, VA 22350-1100
 OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
 SCHEDULE C - DAILY RATES
 COMPREHENSIVE SCHEDULE FOR EDUCATORS AND SPECIALISTS
 Pay Plan is TP

PAY TABLE \$100

GRADE	CM	DAILY	SUMMER	CE	DAILY	SUMMER	CG	DAILY	SUMMER
	MA + 15	WRKSHOP	SCHOOL	MA+30	WRKSHOP	SCHOOL	DOCTOR'S	WRKSHOP	SCHOOL
STEP									
1	\$53,885	\$283.61	\$189.07	\$55,450	\$291.84	\$194.56	\$57,015	\$300.08	\$200.05
2	\$55,970	\$294.58	\$196.39	\$57,680	\$303.58	\$202.39	\$59,385	\$312.55	\$208.37
3	\$58,055	\$305.55	\$203.70	\$59,910	\$315.32	\$210.21	\$61,755	\$325.03	\$216.68
4	\$60,140	\$316.53	\$211.02	\$62,140	\$327.05	\$218.04	\$64,125	\$337.50	\$225.00
5	\$62,225	\$327.50	\$218.33	\$64,370	\$338.79	\$225.86	\$66,495	\$349.97	\$233.32
6	\$64,310	\$338.47	\$225.65	\$66,600	\$350.53	\$233.68	\$68,865	\$362.45	\$241.63
7	\$66,395	\$349.45	\$232.96	\$68,830	\$362.26	\$241.51	\$71,235	\$374.92	\$249.95
8	\$68,480	\$360.42	\$240.28	\$71,060	\$374.00	\$249.33	\$73,605	\$387.39	\$258.26
9	\$70,565	\$371.39	\$247.60	\$73,290	\$385.74	\$257.16	\$75,975	\$399.87	\$266.58
10	\$72,650	\$382.37	\$254.91	\$75,520	\$397.47	\$264.98	\$78,345	\$412.34	\$274.89
11	\$74,735	\$393.34	\$262.23	\$77,750	\$409.21	\$272.81	\$80,715	\$424.82	\$283.21
12	\$76,820	\$404.32	\$269.54	\$79,980	\$420.95	\$280.63	\$83,085	\$437.29	\$291.53
13	\$78,905	\$415.29	\$276.86	\$82,210	\$432.68	\$288.46	\$85,455	\$449.76	\$299.84
14	\$80,990	\$426.26	\$284.18	\$84,440	\$444.42	\$296.28	\$87,825	\$462.24	\$308.16
15	\$83,240	\$438.11	\$292.07	\$86,755	\$456.61	\$304.40	\$90,205	\$474.76	\$316.51
16	\$85,490	\$449.95	\$299.96	\$89,070	\$468.79	\$312.53	\$92,585	\$487.29	\$324.86
17	\$87,740	\$461.79	\$307.86	\$91,385	\$480.97	\$320.65	\$94,965	\$499.82	\$333.21
18	\$89,990	\$473.63	\$315.75	\$93,700	\$493.16	\$328.77	\$97,345	\$512.34	\$341.56

The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is 1 half day.

Kindergarten Teachers - Half Day Sessions. The school year salary for kindergarten teachers regularly assigned to teach one kindergarten session (half-day) will be one-half of the basic school year salary authorized by this schedule. The minimum increment earned is one-half day.

Steps 15, 16, 17, and 18 are longevity steps payable upon completion of: 4 years of service in steps 14, 15, 16, and 17 respectively.

Effective Date: August 1, 2020

KARL H. FENDT
 Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ALEXANDRIA, VA 22350-1100
 OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
 SCHEDULE D - DAILY RATES
 COMPREHENSIVE SCHEDULE FOR SPEECH PATHOLOGISTS OR SOCIAL WORKERS
 Pay Plan is TP

PAY TABLE S200

GRADE	DD	DAILY	SUMMER	DM	DAILY	SUMMER	DE	DAILY	SUMMER	DG	DAILY	SUMMER
STEP	MASTER'S	WRKSHOP	SCHOOL	MA + 15	WRKSHOP	SCHOOL	MA + 30	WRKSHOP	SCHOOL	DOCTOR'S	WRKSHOP	SCHOOL
1	\$55,495	\$292.08	\$194.72	\$57,235	\$301.24	\$200.82	\$58,975	\$310.39	\$206.93	\$60,715	\$319.55	\$213.04
2	\$57,585	\$303.08	\$202.05	\$59,405	\$312.66	\$208.44	\$61,225	\$322.24	\$214.82	\$63,045	\$331.82	\$221.21
3	\$59,675	\$314.08	\$209.39	\$61,575	\$324.08	\$216.05	\$63,475	\$334.08	\$222.72	\$65,375	\$344.08	\$229.39
4	\$61,765	\$325.08	\$216.72	\$63,745	\$335.50	\$223.67	\$65,725	\$345.92	\$230.61	\$67,705	\$356.34	\$237.56
5	\$63,855	\$336.08	\$224.05	\$65,915	\$346.92	\$231.28	\$67,975	\$357.76	\$238.51	\$70,035	\$368.61	\$245.74
6	\$65,945	\$347.08	\$231.39	\$68,085	\$358.34	\$238.89	\$70,225	\$369.61	\$246.40	\$72,365	\$380.87	\$253.91
7	\$68,035	\$358.08	\$238.72	\$70,255	\$369.76	\$246.51	\$72,475	\$381.45	\$254.30	\$74,695	\$393.13	\$262.09
8	\$70,125	\$369.08	\$246.05	\$72,425	\$381.18	\$254.12	\$74,725	\$393.29	\$262.19	\$77,025	\$405.39	\$270.26
9	\$72,215	\$380.08	\$253.39	\$74,595	\$392.61	\$261.74	\$76,975	\$405.13	\$270.09	\$79,355	\$417.66	\$278.44
10	\$74,305	\$391.08	\$260.72	\$76,765	\$404.03	\$269.35	\$79,225	\$416.97	\$277.98	\$81,685	\$429.92	\$286.61
11	\$76,395	\$402.08	\$268.05	\$78,935	\$415.45	\$276.96	\$81,475	\$428.82	\$285.88	\$84,015	\$442.18	\$294.79
12	\$78,485	\$413.08	\$275.39	\$81,105	\$426.87	\$284.58	\$83,725	\$440.66	\$293.77	\$86,345	\$454.45	\$302.96
13	\$80,575	\$424.08	\$282.72	\$83,275	\$438.29	\$292.19	\$85,975	\$452.50	\$301.67	\$88,675	\$466.71	\$311.14
14	\$82,665	\$435.08	\$290.05	\$85,445	\$449.71	\$299.81	\$88,225	\$464.34	\$309.56	\$91,005	\$478.97	\$319.32
15	\$84,950	\$447.11	\$298.07	\$87,760	\$461.89	\$307.93	\$90,570	\$476.68	\$317.79	\$93,380	\$491.47	\$327.65
16	\$87,235	\$459.13	\$306.09	\$90,075	\$474.08	\$316.05	\$92,915	\$489.03	\$326.02	\$95,755	\$503.97	\$335.98
17	\$89,520	\$471.16	\$314.11	\$92,390	\$486.26	\$324.18	\$95,260	\$501.37	\$334.25	\$98,130	\$516.47	\$344.32
18	\$91,805	\$483.18	\$322.12	\$94,705	\$498.45	\$332.30	\$97,605	\$513.71	\$342.47	\$100,505	\$528.97	\$352.65

The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is 1 half day.

Steps 15, 16, 17, and 18 are longevity steps payable upon completion of: 4 years of service in steps 14, 15, 16, and 17 respectively.

Effective Date: August 1, 2020

KARL H FENDT
 Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ALEXANDRIA, VA 22350-1100
OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
SCHEDULE E - DAILY RATES
COMPREHENSIVE SCHEDULE FOR GUIDANCE COUNSELORS
Pay Plan is TP

PAY TABLE S300

GRADE	ED	DAILY	SUMMER	EM	DAILY	SUMMER	EE	DAILY	SUMMER	EG	DAILY	SUMMER
	MASTER'S	WRKSHOP	SCHOOL	MA + 15	WRKSHOP	SCHOOL	MA+30	WRKSHOP	SCHOOL	DOCTOR'S	WRKSHOP	SCHOOL
STEP												
1	\$54,670	\$287.74	\$191.82	\$56,525	\$297.50	\$198.33	\$58,380	\$307.26	\$204.84	\$60,235	\$317.03	\$211.35
2	\$56,795	\$298.92	\$199.28	\$58,735	\$309.13	\$206.09	\$60,680	\$319.37	\$212.91	\$62,620	\$329.58	\$219.72
3	\$58,920	\$310.11	\$206.74	\$60,945	\$320.76	\$213.84	\$62,980	\$331.47	\$220.98	\$65,005	\$342.13	\$228.09
4	\$61,045	\$321.29	\$214.19	\$63,155	\$332.39	\$221.60	\$65,280	\$343.58	\$229.05	\$67,390	\$354.68	\$236.46
5	\$63,170	\$332.47	\$221.65	\$65,365	\$344.03	\$229.35	\$67,580	\$355.68	\$237.12	\$69,775	\$367.24	\$244.82
6	\$65,295	\$343.66	\$229.11	\$67,575	\$355.66	\$237.11	\$69,880	\$367.79	\$245.19	\$72,160	\$379.79	\$253.19
7	\$67,420	\$354.84	\$236.56	\$69,785	\$367.29	\$244.86	\$72,180	\$379.89	\$253.26	\$74,545	\$392.34	\$261.56
8	\$69,545	\$366.03	\$244.02	\$71,995	\$378.92	\$252.61	\$74,480	\$392.00	\$261.33	\$76,930	\$404.89	\$269.93
9	\$71,670	\$377.21	\$251.47	\$74,205	\$390.55	\$260.37	\$76,780	\$404.11	\$269.40	\$79,315	\$417.45	\$278.30
10	\$73,795	\$388.39	\$258.93	\$76,415	\$402.18	\$268.12	\$79,080	\$416.21	\$277.47	\$81,700	\$430.00	\$286.67
11	\$75,920	\$399.58	\$266.39	\$78,625	\$413.82	\$275.88	\$81,380	\$428.32	\$285.54	\$84,085	\$442.55	\$295.04
12	\$78,045	\$410.76	\$273.84	\$80,835	\$425.45	\$283.63	\$83,680	\$440.42	\$293.61	\$86,470	\$455.11	\$303.40
13	\$80,170	\$421.95	\$281.30	\$83,045	\$437.08	\$291.39	\$85,980	\$452.53	\$301.68	\$88,855	\$467.66	\$311.77
14	\$82,295	\$433.13	\$288.75	\$85,255	\$448.71	\$299.14	\$88,280	\$464.63	\$309.75	\$91,240	\$480.21	\$320.14
15	\$84,575	\$445.13	\$296.75	\$87,585	\$460.97	\$307.32	\$90,660	\$477.16	\$318.11	\$93,670	\$493.00	\$328.67
16	\$86,855	\$457.13	\$304.75	\$89,915	\$473.24	\$315.49	\$93,040	\$489.68	\$326.46	\$96,100	\$505.79	\$337.19
17	\$89,135	\$469.13	\$312.75	\$92,245	\$485.50	\$323.67	\$95,420	\$502.21	\$334.81	\$98,530	\$518.58	\$345.72
18	\$91,415	\$481.13	\$320.75	\$94,575	\$497.76	\$331.84	\$97,800	\$514.74	\$343.16	\$100,960	\$531.37	\$354.25

The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is 1 half day.

Steps 15, 16, 17, and 18 are longevity steps payable upon completion of: 4 years of service in steps 14, 15, 16, and 17 respectively.

Effective Date: August 1, 2020

KARL H. FENDT
Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ALEXANDRIA, VA 22350-1100
OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
SCHEDULE F - DAILY RATES
COMPREHENSIVE SCHEDULE FOR SCHOOL PSYCHOLOGIST
Pay Plan is TP

PAY TABLE S400

GRADE	FD	DAILY	SUMMER	FM	DAILY	SUMMER	FE	DAILY	SUMMER	FG	DAILY	SUMMER
STEP	MASTER'S	WRKSHOP	SCHOOL	MA + 15	WRKSHOP	SCHOOL	MA+30	WRKSHOP	SCHOOL	DOCTOR'S	WRKSHOP	SCHOOL
1	\$61,725	\$324.87	\$216.58	\$63,365	\$333.50	\$222.33	\$65,005	\$342.13	\$228.09	\$66,645	\$350.76	\$233.84
2	\$63,790	\$335.74	\$223.82	\$65,490	\$344.68	\$229.79	\$67,185	\$353.61	\$235.74	\$68,885	\$362.55	\$241.70
3	\$65,855	\$346.61	\$231.07	\$67,615	\$355.87	\$237.25	\$69,365	\$365.08	\$243.39	\$71,125	\$374.34	\$249.56
4	\$67,920	\$357.47	\$238.32	\$69,740	\$367.05	\$244.70	\$71,545	\$376.55	\$251.04	\$73,365	\$386.13	\$257.42
5	\$69,985	\$368.34	\$245.56	\$71,865	\$378.24	\$252.16	\$73,725	\$388.03	\$258.68	\$75,605	\$397.92	\$265.28
6	\$72,050	\$379.21	\$252.81	\$73,990	\$389.42	\$259.61	\$75,905	\$399.50	\$266.33	\$77,845	\$409.71	\$273.14
7	\$74,115	\$390.08	\$260.05	\$76,115	\$400.61	\$267.07	\$78,085	\$410.97	\$273.98	\$80,085	\$421.50	\$281.00
8	\$76,180	\$400.95	\$267.30	\$78,240	\$411.79	\$274.53	\$80,265	\$422.45	\$281.63	\$82,325	\$433.29	\$288.86
9	\$78,245	\$411.82	\$274.54	\$80,365	\$422.97	\$281.98	\$82,445	\$433.92	\$289.28	\$84,565	\$445.08	\$296.72
10	\$80,310	\$422.68	\$281.79	\$82,490	\$434.16	\$289.44	\$84,625	\$445.39	\$296.93	\$86,805	\$456.87	\$304.58
11	\$82,375	\$433.55	\$289.04	\$84,615	\$445.34	\$296.89	\$86,805	\$456.87	\$304.58	\$89,045	\$468.66	\$312.44
12	\$84,440	\$444.42	\$296.28	\$86,740	\$456.53	\$304.35	\$88,985	\$468.34	\$312.23	\$91,285	\$480.45	\$320.30
13	\$86,505	\$455.29	\$303.53	\$88,865	\$467.71	\$311.81	\$91,165	\$479.82	\$319.88	\$93,525	\$492.24	\$328.16
14	\$88,570	\$466.16	\$310.77	\$90,990	\$478.89	\$319.26	\$93,345	\$491.29	\$327.53	\$95,765	\$504.03	\$336.02
15	\$90,955	\$478.71	\$319.14	\$93,390	\$491.53	\$327.68	\$95,760	\$504.00	\$336.00	\$98,195	\$516.82	\$344.54
16	\$93,340	\$491.26	\$327.51	\$95,790	\$504.16	\$336.11	\$98,175	\$516.71	\$344.47	\$100,625	\$529.61	\$353.07
17	\$95,725	\$503.82	\$335.88	\$98,190	\$516.79	\$344.53	\$100,590	\$529.42	\$352.95	\$103,055	\$542.39	\$361.60
18	\$98,110	\$516.37	\$344.25	\$100,590	\$529.42	\$352.95	\$103,005	\$542.13	\$361.42	\$105,485	\$555.18	\$370.12

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Effective Date: August 1, 2020

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Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ALEXANDRIA, VA 22350-1100
 OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
 SCHEDULE M - DAILY RATES

COMPREHENSIVE SCHEDULE FOR MANAGEMENT AND EDUCATION SPECIALIST POSITIONS
 Pay Plan is TP

PAY TABLE S700

GRADE STEP	MB	DAILY	SUMMER	MC	DAILY	SUMMER	ML	DAILY	SUMMER	MD	DAILY	SUMMER
	BACHELORS	WRKSHOP	SCHOOL	BA + 15	WRKSHOP	SCHOOL	BA + 30	WRKSHOP	SCHOOL	MASTER'S	WRKSHOP	SCHOOL
1	\$52,530	\$276.47	\$184.32	\$54,095	\$284.71	\$189.81	\$55,660	\$292.95	\$195.30	\$57,225	\$301.18	\$200.79
2	\$54,045	\$284.45	\$189.63	\$55,755	\$293.45	\$195.63	\$57,460	\$302.42	\$201.61	\$59,170	\$311.42	\$207.61
3	\$55,560	\$292.42	\$194.95	\$57,415	\$302.18	\$201.46	\$59,260	\$311.89	\$207.93	\$61,115	\$321.66	\$214.44
4	\$57,075	\$300.39	\$200.26	\$59,075	\$310.92	\$207.28	\$61,060	\$321.37	\$214.25	\$63,060	\$331.89	\$221.26
5	\$58,590	\$308.37	\$205.58	\$60,735	\$319.66	\$213.11	\$62,860	\$330.84	\$220.56	\$65,005	\$342.13	\$228.09
6	\$60,105	\$316.34	\$210.89	\$62,395	\$328.39	\$218.93	\$64,660	\$340.32	\$226.88	\$66,950	\$352.37	\$234.91
7	\$61,620	\$324.32	\$216.21	\$64,055	\$337.13	\$224.75	\$66,460	\$349.79	\$233.19	\$68,895	\$362.61	\$241.74
8	\$63,135	\$332.29	\$221.53	\$65,715	\$345.87	\$230.58	\$68,260	\$359.26	\$239.51	\$70,840	\$372.84	\$248.56
9	\$64,650	\$340.26	\$226.84	\$67,375	\$354.61	\$236.40	\$70,060	\$368.74	\$245.82	\$72,785	\$383.08	\$255.39
10	\$66,165	\$348.24	\$232.16	\$69,035	\$363.34	\$242.23	\$71,860	\$378.21	\$252.14	\$74,730	\$393.32	\$262.21
11	\$67,680	\$356.21	\$237.47	\$70,695	\$372.08	\$248.05	\$73,660	\$387.68	\$258.46	\$76,675	\$403.55	\$269.04
12	\$69,195	\$364.18	\$242.79	\$72,355	\$380.82	\$253.88	\$75,460	\$397.16	\$264.77	\$78,620	\$413.79	\$275.86
13	\$70,710	\$372.16	\$248.11	\$74,015	\$389.55	\$259.70	\$77,260	\$406.63	\$271.09	\$80,565	\$424.03	\$282.68
14	\$72,225	\$380.13	\$253.42	\$75,675	\$398.29	\$265.53	\$79,060	\$416.11	\$277.40	\$82,510	\$434.26	\$289.51
15	\$74,215	\$390.61	\$260.40	\$77,730	\$409.11	\$272.74	\$81,180	\$427.26	\$284.84	\$84,695	\$445.76	\$297.18
16	\$76,205	\$401.08	\$267.39	\$79,785	\$419.92	\$279.95	\$83,300	\$438.42	\$292.28	\$86,880	\$457.26	\$304.84
17	\$78,195	\$411.55	\$274.37	\$81,840	\$430.74	\$287.16	\$85,420	\$449.58	\$299.72	\$89,065	\$468.76	\$312.51
18	\$80,185	\$422.03	\$281.35	\$83,895	\$441.55	\$294.37	\$87,540	\$460.74	\$307.16	\$91,250	\$480.26	\$320.18

The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is 1 half day.

Steps 15, 16, 17, and 18 are longevity steps payable upon completion of: 4 years of service in steps 14, 15, 16, and 17 respectively.

Effective Date: August 1, 2020

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ALEXANDRIA, VA 22350-1100
OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
SCHEDULE M - DAILY RATES

COMPREHENSIVE SCHEDULE FOR MANAGEMENT AND EDUCATION SPECIALIST POSITIONS
Pay Plan is TP

PAY TABLE S700

GRADE	MM	DAILY	SUMMER	ME	DAILY	SUMMER	MG	DAILY	SUMMER
	MA + 15	WRKSHOP	SCHOOL	MA+30	WRKSHOP	SCHOOL	DOCTOR'S	WRKSHOP	SCHOOL
STEP									
1	\$58,790	\$309.42	\$206.28	\$60,355	\$317.66	\$211.77	\$61,920	\$325.89	\$217.26
2	\$60,875	\$320.39	\$213.60	\$62,585	\$329.39	\$219.60	\$64,290	\$338.37	\$225.58
3	\$62,960	\$331.37	\$220.91	\$64,815	\$341.13	\$227.42	\$66,660	\$350.84	\$233.89
4	\$65,045	\$342.34	\$228.23	\$67,045	\$352.87	\$235.25	\$69,030	\$363.32	\$242.21
5	\$67,130	\$353.32	\$235.54	\$69,275	\$364.61	\$243.07	\$71,400	\$375.79	\$250.53
6	\$69,215	\$364.29	\$242.86	\$71,505	\$376.34	\$250.89	\$73,770	\$388.26	\$258.84
7	\$71,300	\$375.26	\$250.18	\$73,735	\$388.08	\$258.72	\$76,140	\$400.74	\$267.16
8	\$73,385	\$386.24	\$257.49	\$75,965	\$399.82	\$266.54	\$78,510	\$413.21	\$275.47
9	\$75,470	\$397.21	\$264.81	\$78,195	\$411.55	\$274.37	\$80,880	\$425.68	\$283.79
10	\$77,555	\$408.18	\$272.12	\$80,425	\$423.29	\$282.19	\$83,250	\$438.16	\$292.11
11	\$79,640	\$419.16	\$279.44	\$82,655	\$435.03	\$290.02	\$85,620	\$450.63	\$300.42
12	\$81,725	\$430.13	\$286.75	\$84,885	\$446.76	\$297.84	\$87,990	\$463.11	\$308.74
13	\$83,810	\$441.11	\$294.07	\$87,115	\$458.50	\$305.67	\$90,360	\$475.58	\$317.05
14	\$85,895	\$452.08	\$301.39	\$89,345	\$470.24	\$313.49	\$92,730	\$488.05	\$325.37
15	\$88,145	\$463.92	\$309.28	\$91,660	\$482.42	\$321.61	\$95,110	\$500.58	\$333.72
16	\$90,395	\$475.76	\$317.18	\$93,975	\$494.61	\$329.74	\$97,490	\$513.11	\$342.07
17	\$92,645	\$487.61	\$325.07	\$96,290	\$506.79	\$337.86	\$99,870	\$525.63	\$350.42
18	\$94,895	\$499.45	\$332.96	\$98,605	\$518.97	\$345.98	\$102,250	\$538.16	\$358.77

The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is 1 half day.

Steps 15, 16, 17, and 18 are longevity steps payable upon completion of: 4 years of service in steps 14, 15, 16, and 17 respectively.

Effective Date: August 1, 2020

KARL H. FENDT
Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ALEXANDRIA, VA 22350-1100
OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
SCHEDULE N - DAILY RATES
COMPREHENSIVE SCHEDULE FOR MANAGEMENT AND EDUCATION SPECIALIST POSITIONS
Pay Plan is TP

PAY TABLE S800

GRADE STEP	NB	DAILY	SUMMER	NC	DAILY	SUMMER	NL	DAILY	SUMMER	ND	DAILY	SUMMER
	BACHELORS	WRKSHOP	SCHOOL	BA + 15	WRKSHOP	SCHOOL	BA + 30	WRKSHOP	SCHOOL	MASTER'S	WRKSHOP	SCHOOL
1	57,940	\$304.95	\$203.30	\$59,505	\$313.18	\$208.79	\$61,070	\$321.42	\$214.28	\$62,635	\$329.66	\$219.77
2	59,455	\$312.92	\$208.61	\$61,165	\$321.92	\$214.61	\$62,870	\$330.89	\$220.60	\$64,580	\$339.89	\$226.60
3	60,970	\$320.89	\$213.93	\$62,825	\$330.66	\$220.44	\$64,670	\$340.37	\$226.91	\$66,525	\$350.13	\$233.42
4	62,485	\$328.87	\$219.25	\$64,485	\$339.39	\$226.26	\$66,470	\$349.84	\$233.23	\$68,470	\$360.37	\$240.25
5	64,000	\$336.84	\$224.56	\$66,145	\$348.13	\$232.09	\$68,270	\$359.32	\$239.54	\$70,415	\$370.61	\$247.07
6	65,515	\$344.82	\$229.88	\$67,805	\$356.87	\$237.91	\$70,070	\$368.79	\$245.86	\$72,360	\$380.84	\$253.89
7	67,030	\$352.79	\$235.19	\$69,465	\$365.61	\$243.74	\$71,870	\$378.26	\$252.18	\$74,305	\$391.08	\$260.72
8	68,545	\$360.76	\$240.51	\$71,125	\$374.34	\$249.56	\$73,670	\$387.74	\$258.49	\$76,250	\$401.32	\$267.54
9	70,060	\$368.74	\$245.82	\$72,785	\$383.08	\$255.39	\$75,470	\$397.21	\$264.81	\$78,195	\$411.55	\$274.37
10	71,575	\$376.71	\$251.14	\$74,445	\$391.82	\$261.21	\$77,270	\$406.68	\$271.12	\$80,140	\$421.79	\$281.19
11	73,090	\$384.68	\$256.46	\$76,105	\$400.55	\$267.04	\$79,070	\$416.16	\$277.44	\$82,085	\$432.03	\$288.02
12	74,605	\$392.66	\$261.77	\$77,765	\$409.29	\$272.86	\$80,870	\$425.63	\$283.75	\$84,030	\$442.26	\$294.84
13	76,120	\$400.63	\$267.09	\$79,425	\$418.03	\$278.68	\$82,670	\$435.11	\$290.07	\$85,975	\$452.50	\$301.67
14	77,635	\$408.61	\$272.40	\$81,085	\$426.76	\$284.51	\$84,470	\$444.58	\$296.39	\$87,920	\$462.74	\$308.49
15	79,625	\$419.08	\$279.39	\$83,140	\$437.58	\$291.72	\$86,590	\$455.74	\$303.82	\$90,105	\$474.24	\$316.16
16	81,615	\$429.55	\$286.37	\$85,195	\$448.39	\$298.93	\$88,710	\$466.89	\$311.26	\$92,290	\$485.74	\$323.82
17	83,605	\$440.03	\$293.35	\$87,250	\$459.21	\$306.14	\$90,830	\$478.05	\$318.70	\$94,475	\$497.24	\$331.49
18	85,595	\$450.50	\$300.33	\$89,305	\$470.03	\$313.35	\$92,950	\$489.21	\$326.14	\$96,660	\$508.74	\$339.16

The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is 1 half day.

Steps 15, 16, 17, and 18 are longevity steps payable upon completion of: 4 years of service in steps 14, 15, 16, and 17 respectively.

Effective Date: August 1, 2020

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
ALEXANDRIA, VA 22350-1100
OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
SCHEDULE N - DAILY RATES
COMPREHENSIVE SCHEDULE FOR MANAGEMENT AND EDUCATION SPECIALIST POSITIONS
Pay Plan is TP

PAY TABLE S800

GRADE STEP	NM MA + 15	DAILY WRKSHOP	SUMMER SCHOOL	NE MA+30	DAILY WRKSHOP	SUMMER SCHOOL	NG DOCTOR'S	DAILY WRKSHOP	SUMMER SCHOOL
	1	\$64,200	\$337.89	\$225.26	\$65,765	\$346.13	\$230.75	\$67,330	\$354.37
2	\$66,285	\$348.87	\$232.58	\$67,995	\$357.87	\$238.58	\$69,700	\$366.84	\$244.56
3	\$68,370	\$359.84	\$239.89	\$70,225	\$369.61	\$246.40	\$72,070	\$379.32	\$252.88
4	\$70,455	\$370.82	\$247.21	\$72,455	\$381.34	\$254.23	\$74,440	\$391.79	\$261.19
5	\$72,540	\$381.79	\$254.53	\$74,685	\$393.08	\$262.05	\$76,810	\$404.26	\$269.51
6	\$74,625	\$392.76	\$261.84	\$76,915	\$404.82	\$269.88	\$79,180	\$416.74	\$277.82
7	\$76,710	\$403.74	\$269.16	\$79,145	\$416.55	\$277.70	\$81,550	\$429.21	\$286.14
8	\$78,795	\$414.71	\$276.47	\$81,375	\$428.29	\$285.53	\$83,920	\$441.68	\$294.46
9	\$80,880	\$425.68	\$283.79	\$83,605	\$440.03	\$293.35	\$86,290	\$454.16	\$302.77
10	\$82,965	\$436.66	\$291.11	\$85,835	\$451.76	\$301.18	\$88,660	\$466.63	\$311.09
11	\$85,050	\$447.63	\$298.42	\$88,065	\$463.50	\$309.00	\$91,030	\$479.11	\$319.40
12	\$87,135	\$458.61	\$305.74	\$90,295	\$475.24	\$316.82	\$93,400	\$491.58	\$327.72
13	\$89,220	\$469.58	\$313.05	\$92,525	\$486.97	\$324.65	\$95,770	\$504.05	\$336.04
14	\$91,305	\$480.55	\$320.37	\$94,755	\$498.71	\$332.47	\$98,140	\$516.53	\$344.35
15	\$93,555	\$492.39	\$328.26	\$97,070	\$510.89	\$340.60	\$100,520	\$529.05	\$352.70
16	\$95,805	\$504.24	\$336.16	\$99,385	\$523.08	\$348.72	\$102,900	\$541.58	\$361.05
17	\$98,055	\$516.08	\$344.05	\$101,700	\$535.26	\$356.84	\$105,280	\$554.11	\$369.40
18	\$100,305	\$527.92	\$351.95	\$104,015	\$547.45	\$364.96	\$107,660	\$566.63	\$377.75

The daily rate for positions paid from this schedule shall be 1/190th of the school year salary. The minimum increment earned is 1 half day.

Steps 15, 16, 17, and 18 are longevity steps payable upon completion of: 4 years of service in steps 14, 15, 16, and 17 respectively.

Effective Date: August 1, 2020

KARL H. FENDT
Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ALEXANDRIA, VA 22350-1100
 OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
 SCHEDULE O- DAILY RATES
 COMPREHENSIVE SCHEDULE FOR INSTRUCTIONAL SYSTEM SPECIALIST
 Pay Plan is TP

PAY TABLE S910

GRADE STEP	OD	DAILY	SUMMER	OM	DAILY	SUMMER	OE	DAILY	SUMMER	OG	DAILY	SUMMER
	MASTER'S	WRKSHOP	SCHOOL	MA + 15	WRKSHOP	SCHOOL	MA+30	WRKSHOP	SCHOOL	DOCTOR'S	WRKSHOP	SCHOOL
1	\$66,865	\$301.19	\$200.80	\$68,690	\$309.41	\$206.28	\$70,520	\$317.66	\$211.77	\$72,350	\$325.90	\$217.27
2	\$69,135	\$311.42	\$207.61	\$71,130	\$320.41	\$213.60	\$73,125	\$329.39	\$219.59	\$75,120	\$338.38	\$225.59
3	\$71,410	\$321.67	\$214.44	\$73,565	\$331.37	\$220.92	\$75,730	\$341.13	\$227.42	\$77,885	\$350.83	\$233.89
4	\$73,680	\$331.89	\$221.26	\$76,000	\$342.34	\$228.23	\$78,335	\$352.86	\$235.24	\$80,655	\$363.31	\$242.21
5	\$75,955	\$342.14	\$228.09	\$78,435	\$353.31	\$235.54	\$80,940	\$364.59	\$243.06	\$83,425	\$375.79	\$250.53
6	\$78,225	\$352.36	\$234.91	\$80,870	\$364.28	\$242.85	\$83,550	\$376.35	\$250.90	\$86,195	\$388.27	\$258.84
7	\$80,500	\$362.61	\$241.74	\$83,310	\$375.27	\$250.18	\$86,155	\$388.09	\$258.72	\$88,965	\$400.74	\$267.16
8	\$82,770	\$372.84	\$248.56	\$85,745	\$386.24	\$257.49	\$88,760	\$399.82	\$266.55	\$91,735	\$413.22	\$275.48
9	\$85,045	\$383.09	\$255.39	\$88,180	\$397.21	\$264.80	\$91,365	\$411.55	\$274.37	\$94,500	\$425.68	\$283.78
10	\$87,315	\$393.31	\$262.21	\$90,615	\$408.18	\$272.12	\$93,970	\$423.29	\$282.19	\$97,270	\$438.15	\$292.10
11	\$89,590	\$403.56	\$269.04	\$93,055	\$419.17	\$279.44	\$96,575	\$435.02	\$290.02	\$100,040	\$450.63	\$300.42
12	\$91,860	\$413.78	\$275.86	\$95,490	\$430.14	\$286.76	\$99,180	\$446.76	\$297.84	\$102,810	\$463.11	\$308.74
13	\$94,135	\$424.03	\$282.69	\$97,925	\$441.10	\$294.07	\$101,785	\$458.49	\$305.66	\$105,580	\$475.59	\$317.06
14	\$96,405	\$434.26	\$289.50	\$100,360	\$452.07	\$301.38	\$104,395	\$470.25	\$313.50	\$108,350	\$488.06	\$325.38
15	\$98,960	\$445.77	\$297.18	\$102,990	\$463.92	\$309.28	\$107,095	\$482.41	\$321.61	\$111,130	\$500.59	\$333.72
16	\$101,510	\$457.25	\$304.83	\$105,620	\$475.77	\$317.18	\$109,800	\$494.59	\$329.73	\$113,910	\$513.11	\$342.07
17	\$104,065	\$468.76	\$312.51	\$108,250	\$487.61	\$325.08	\$112,505	\$506.78	\$337.85	\$116,690	\$525.63	\$350.42
18	\$106,620	\$480.27	\$320.18	\$110,875	\$499.44	\$332.96	\$115,210	\$518.96	\$345.98	\$119,470	\$538.15	\$358.77

The daily rate for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is 1 half day.

Steps 15, 16, 17, and 18 are longevity steps payable upon completion of: 4 years of service in steps 14, 15, 16, and 17 respectively.

Effective Date: August 1, 2020

KARL H. FENDT
 Chief Wage and Salary Division

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY (DODEA)
 ALEXANDRIA, VA 22350-1100
 OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
 SCHEDULE P- DAILY RATES
 COMPREHENSIVE SCHEDULE FOR SUPERVISORY INSTRUCTIONAL SYSTEM SPECIALIST
 Pay Plan is TP

PAY TABLES S920

GRADE	PD	DAILY	SUMMER	PM	DAILY	SUMMER	PE	DAILY	SUMMER	PG	DAILY	SUMMER
	MASTER'S	WRKSHOP	SCHOOL	MA + 15	WRKSHOP	SCHOOL	MA+30	WRKSHOP	SCHOOL	DOCTOR'S	WRKSHOP	SCHOOL
STEP												
1	\$73,185	\$329.66	\$219.77	\$75,015	\$337.91	\$225.27	\$76,840	\$346.13	\$230.75	\$78,670	\$354.37	\$236.25
2	\$75,455	\$339.89	\$226.59	\$77,450	\$348.87	\$232.58	\$79,445	\$357.86	\$238.57	\$81,440	\$366.85	\$244.56
3	\$77,730	\$350.14	\$233.42	\$79,885	\$359.84	\$239.89	\$82,050	\$369.59	\$246.40	\$84,210	\$379.32	\$252.88
4	\$80,000	\$360.36	\$240.24	\$82,320	\$370.81	\$247.21	\$84,660	\$381.35	\$254.23	\$86,975	\$391.78	\$261.19
5	\$82,275	\$370.61	\$247.07	\$84,755	\$381.78	\$254.52	\$87,265	\$393.09	\$262.06	\$89,745	\$404.26	\$269.50
6	\$84,545	\$380.83	\$253.89	\$87,195	\$392.77	\$261.85	\$89,870	\$404.82	\$269.88	\$92,515	\$416.73	\$277.82
7	\$86,820	\$391.08	\$260.72	\$89,630	\$403.74	\$269.16	\$92,475	\$416.55	\$277.70	\$95,285	\$429.21	\$286.14
8	\$89,090	\$401.31	\$267.54	\$92,065	\$414.71	\$276.47	\$95,080	\$428.29	\$285.53	\$98,055	\$441.69	\$294.46
9	\$91,365	\$411.55	\$274.37	\$94,500	\$425.68	\$283.78	\$97,685	\$440.02	\$293.35	\$100,825	\$454.17	\$302.78
10	\$93,635	\$421.78	\$281.19	\$96,940	\$436.67	\$291.11	\$100,290	\$451.76	\$301.17	\$103,590	\$466.62	\$311.08
11	\$95,910	\$432.03	\$288.02	\$99,375	\$447.64	\$298.42	\$102,895	\$463.49	\$308.99	\$106,360	\$479.10	\$319.40
12	\$98,180	\$442.25	\$294.83	\$101,810	\$458.60	\$305.74	\$105,505	\$475.25	\$316.83	\$109,130	\$491.58	\$327.72
13	\$100,455	\$452.50	\$301.67	\$104,245	\$469.57	\$313.05	\$108,110	\$486.98	\$324.65	\$111,900	\$504.05	\$336.04
14	\$102,730	\$462.75	\$308.50	\$106,685	\$480.56	\$320.38	\$110,715	\$498.72	\$332.48	\$114,670	\$516.53	\$344.35
15	\$105,280	\$474.23	\$316.16	\$109,310	\$492.39	\$328.26	\$113,420	\$510.90	\$340.60	\$117,450	\$529.05	\$352.70
16	\$107,835	\$485.74	\$323.83	\$111,940	\$504.23	\$336.16	\$116,125	\$523.09	\$348.72	\$120,230	\$541.58	\$361.05
17	\$110,385	\$497.23	\$331.49	\$114,570	\$516.08	\$344.05	\$118,830	\$535.27	\$356.85	\$123,010	\$554.10	\$369.40
18	\$112,940	\$508.74	\$339.16	\$117,200	\$527.93	\$351.95	\$121,535	\$547.45	\$364.97	\$125,790	\$566.62	\$377.75

The daily rate for positions paid from this schedule shall be 1/222nd of the school year salary. The minimum increment earned is 1 half day.

Steps 15, 16, 17, and 18 are longevity steps payable upon completion of: 4 years of service in steps 14, 15, 16, and 17 respectively.

Effective Date: August 1, 2020

KARL H. FENDT
 Chief Wage and Salary Division

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
SCHEDULE FOR OTHER COMPENSATION

1. RECESS PERIOD APPOINTMENTS

a. SUMMER SCHOOL TEACHERS

The full daily rate for summer school is 2/3 of the daily rate that the educator was entitled to receive during the prior school year. The minimum increment earned and paid is 1/2 day, with 1/2 day increment equivalent to 1/3 of the educator's prior school year daily rate of pay.

b. SUMMER SCHOOL PRINCIPALS

b. Summer School Principals. The daily rate for a summer school principal, assistant principal, or management and education specialist is the full daily rate provided in the appropriate salary schedule for the type position. The minimum increment earned and paid is 1/2 day.

c. SUMMER SCHOOL SUBSTITUTE TEACHERS

The daily rate for a summer school substitute teacher is 2/3 of the regular school year substitute rate. The minimum increment earned and paid is

c. Summer School Substitute Teachers. The daily rate for a summer school substitute

DAILY RATE FOR A SERVICE INCREMENT OF:

(1) One full day: \$80.00

(2) Less than one full day: \$40.00

d. OTHER RECESS PERIOD APPOINTMENTS

The daily rate of an educator employed during recess period apart from the regularly established school year is the prior school year salary

d. Other Recess Period Appointments. The daily rate for an educator employed during

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
ALEXANDRIA, VA 22350-1100

OVERSEAS EDUCATORS SCHOOL YEAR 2020-2021 SALARY SCHEDULE
SCHEDULE FOR OTHER COMPENSATION

2. ADDITIONAL COMPENSATION FOR EXTRA-DUTY ASSIGNMENTS

In addition to the basic rates of compensation included in the salary schedules, there shall be paid additional amounts of compensation for extra duty assignments under the following circumstances:

a. SPORTS AND STUDENT-RELATED ACTIVITIES PERFORMED AS EXTRA DUTIES IN SCHOOLS

HOURLY RANGE OF ASSIGNED DUTIES IN EXCESS OF REGULAR SCHOOL DUTIES	ADDITIONAL COMPENSATION
1-19 Hours	\$335.00
20-39 Hours	\$1,000.00
40-79 Hours	\$2,000.00
80-119 Hours	\$3,335.00
120-159 Hours	\$4,665.00
160-199 Hours	\$6,000.00
200 Hours and Over	\$6,665.00

(1) The Director, Department of Defense Education Activity, will establish the hourly category above, determined to be appropriate for each type of authorized extra-duty activity.

(2) It is the policy of the Department of Defense that compensation for extra-duty assignments are scheduled and conducted outside of the duty day.

(3) Payments will be made separately from regular salary payments, but not until the extra duty activity is completed, except that payment made to an employee otherwise eligible who, for reason acceptable to management, is prevented from completing his assigned activity.

Effective Date: August 1, 2020

KARL H. FENDT
Chief Wage and Salary Division